Meeting 2 Agenda

Campus Change Team Subgroup
January 31, 2011
Various rooms

CCT members will meet with their subgroups focused on these Model for Change efforts
1b Improve the campus climate for all
2a Recruit, retain, and graduate a diverse student body
2b Recruit, retain and develop a diverse faculty and staff
3a Develop curricula, pedagogies and research that foster inclusivity, accessibility and cultural competencies

- Select one Critical Action based on CCT Workshop results
- Carry out a SWOT analysis of this Action
- Complete the Tool for Achieving Change for this Action
- The subgroup facilitator will send the SWOT analysis and Tool to Bilin by February 3
- Sub-teams will present their results at the February 7 CCT Meeting of the Whole (Kirby 268)

Summary of Subgroup Meetings

1b Identify, acknowledge, expose, and address the inequities at UMD.
   Expand CCT membership for more majority representation;
   Discuss the role and design of Freshman Seminar as an important component of diversity education for our freshman students
2a Increase the retention of underrepresented students.
   Assess current retention efforts
   Address issue institutionally, not office by office
   Strengthen post-degree advisement
2b Retain a diverse faculty and staff
   Assess campus climate
   Form faculty/staff of color community
   Evaluate policies for disparate impact
3a Diverse perspectives are integrated within curriculum across disciplines
   Enhance faculty and staff development
   Revise search process to achieve a more diverse faculty and staff
   Expand breadth of valued work